



Recruitment, selection & talent management

A brief introduction to services
from SOLACE Enterprises



SOLACE Enterprises is one of the most respected public service improvement companies in the UK and one of the most widely consulted. We provide high quality, customer-focused and practical support to the public sector. Operating across the UK, we offer consultancy, development and resourcing services delivered by experienced practitioners with public and private sector experience. Our clients say it's our first-hand experience and thorough understanding of the sector that makes us their consultancy of choice.

Finding talent, making it work

Our priority is to help you to develop a high quality recruitment process which attracts and selects the right candidate for a role which suits the organisation's needs. We work closely with clients to establish a tailored approach to each recruitment project. Our end-to-end service begins with a detailed brief, followed by job design or review, executive search, open recruitment, expert candidate assessment and selection support.

Once on board, developing your own talent is a key part of any successful recruitment and retention strategy. Talent management programmes help you to grow your own talent, motivate and develop staff, energise your organisation and retain vital knowledge and expertise; but they need careful design and implementation to avoid becoming 'closed shops'. We help you to get the best out of your talent and make the most of your most important resource.

Executive recruitment

We specialise in chief executive and senior manager appointments, with a successful track record stretching back over 12 years. During the last three years we have helped to appoint 30 chief executives and over 60 senior directors and managers. We work in all types of organisations and in all parts of the country. We continually refine our techniques and procedures, and as a result, are able to create a tailored service to meet our clients' specific needs. The range of tools we use includes [marketing](#) the organisation and vacancy through high impact media, online campaigns and a country-wide network of contacts; undertaking targeted [executive search](#); applicant [evaluation](#); the application of rigorous and objective [assessment](#) against the agreed competencies and selection criteria; a detailed [report](#) on each candidate; [advice](#) on the final panel interview; and post-appointment [briefing and development](#) programmes.

Candidate support

We understand the importance of helping people to make the most of their skills and abilities, and encourage and support candidates throughout and beyond the attraction, selection and retention process. We focus on ensuring an open and continuous flow of information, offering guidance and objective advice, as well as providing them with the opportunity to show their skills and experience to their best advantage.

Candidates have the opportunity to demonstrate how they would actually perform in the role, and we offer honest feedback and encouragement plus post-appointment coaching and mentoring. The methodology used at our assessment centres allows us to build an accurate and rounded picture of each candidate and provides a platform for them to present themselves in the best possible light. Those who have attended our centres value this experience enormously and regard it as an important part of their personal self development.

Talent management and career development

Increased pressure on resources means that individual productivity and capacity are vital to the success of any organisation. Further, a diverse workforce is a high performing workforce, and your organisation's obvious commitment to and investment in career development is crucial to successful attraction and retention.

Our planned approach to talent management is tailored to the exact needs of the organisation, recognising its diversity. With one to one support and challenge, plus a proven range of personal development techniques, we offer a dedicated programme manager, coaching and mentoring for the individual, team development and challenge for the new team. We can also provide consultancy or interim support to meet capacity gaps emerging from the recruitment process.

Specialist advice

Our team includes senior HR and recruitment specialists, technical experts and associates who have direct experience of working at the top of public sector organisations. We regularly advise on and undertake a range of projects including salary reviews; assessment of managers during change programmes; mediation between individuals and groups; peer reviews of your recruitment and selection processes; training of interviewers; [Career Matters](#), our career management support including assistance with sensitive transition for senior staff; performance reviews; and planning of organisation development and culture change programmes.

Our work with executive and non-executive directors shows how critical the first year following appointment can be. Individual coaching, mentoring, independent appraisal, team building, goal setting are all important to achieving success in a new role and our integrated approach to resourcing and development means that we can provide a range of approaches which will work for you and your team.

About SOLACE Enterprises

SOLACE Enterprises is unique because it uses all of its surplus income to fund research and policy development for the public sector through the SOLACE Foundation, and provides capacity to help strengthen its national influencing and thought leadership role.

The company is probably also unique among public sector consultancies in operating internationally, providing election expertise and governance support to governments overseas. And the special link with the public sector doesn't end there. Our consultants have direct managerial and political experience in the sector, bringing understanding, specialist expertise and innovation to our wide ranging list of customers.

A natural choice for any public sector organisation thinking about the way it delivers its services, exploring its relationship with its partners and customers, developing its talent or seeking specialist expertise.



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Our services

Flexible Resourcing

- Specialist individual interims and teams
- Service review and challenge
- Independent investigations
- Mediation services

Developing Leadership

- Tailored leadership programmes
- Elected member development
- Team building
- Collaborative leadership
- Coaching and mentoring
- Independent appraisals
- Personal development planning
- 360° feedback
- Action learning
- New Chief Executive briefing
- Open Programmes and master classes

Recruitment and Selection

- Fully flexible recruitment and selection service
- Assessment centres
- Candidate management
- Talent management
- Career development
- Job design and evaluation
- Salary reviews
- Diversity expertise

Organisation Development

- Culture change
- Community engagement
- Partnership working
- OpenStrategy
- Organisational performance
- Organisation design
- Peer challenge and assessment - CPA, CAA
- Organisational and efficiency reviews
- Customer service models
- HR advice